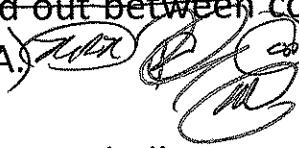


## CONTRACT MODIFICATION AND EXTENSION AGREEMENT

THIS CONTRACT MODIFICATION AND EXENSION AGREEMENT is dated this 21<sup>ST</sup> day of May, 2010 and represents the complete and final understanding on all negotiable issues between PBA and SOA (hereinafter referred to as the "PBA and/or SOA") and the Township of Cranford (hereinafter referred to as the "Cranford"):

1. 3 year contract extension  
January 1, 2011 through December 31, 2013
2. For the year 2011 0%  
For the year 2012 2.0%  
For the year 2013 2.0%
3. Health Insurance Change: Office visit co-pay to be increased from the current \$5.00 per visit to \$10.00 per visit, effective January 1, 2011.
4. Effective July 1, 2010, or as soon thereafter as the change may be effectuated by the Township's insurance provider, employees enrolled in the "traditional" full medical indemnity plan shall be enrolled in the Township's current Direct Access Plan.
5. Effective January 1, 2011, this Agreement shall amend the contract to provide that superior officers who attend departmental meetings during their off-duty time shall receive compensatory time off at the rate of time and one-half for all such hours. ~~with additional contract extension language, if any, to be worked out between counsel for Cranford and counsel for the PBA and the SOA.~~ 
6. Effective January 1, 2011, this Agreement shall amend the contract to provide that requests for personal days shall not require the officer to provide a reason for such request if the request is submitted

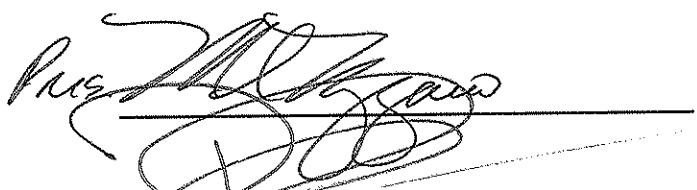
at least 48 hours in advance. Personal days shall not be permitted on the day before or after a vacation or sick day. Further, once approved, the personal day shall be permitted unless the use of such day will cause overtime or unless the Chief of Police, in the reasonable exercise of his discretion, determines that the personal day will interfere with the normal functioning of the department. (Additional amendatory contract language, if any, shall be worked out between counsel for Cranford and for the PBA and the SOA) 

7. All Cranford practices that are in conflict with this Agreement shall be null and void and shall not survive this Agreement. Except as otherwise modified by this Agreement, all terms and conditions of the current contract shall be continued until December 31, 2013.

8. This Agreement has been ratified by the Township and by the members of the PBA and SOA.

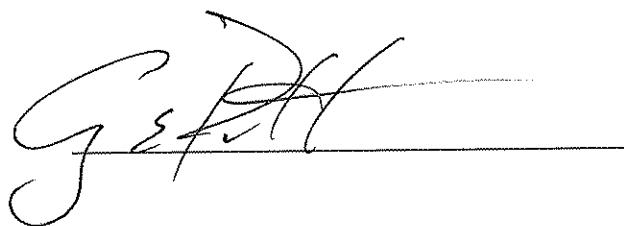
For PBA

For the Township of Cranford

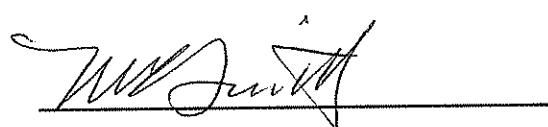


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For SOA



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21 May 2010

ATTEST:



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Tara Rowley  
Township Clerk